



**Equal Employment Opportunity Commission**



Equal Employment Opportunity Comm  
1660 W 2nd St, Skylight Tower, #850  
Cleveland, OH 44113-1454

EEOC No.: 22A995314  
FEPA No.: AKR023524

Certified No.: Z-166-460-048

**Charging Party**

Karen R Haskins  
814 STORER AVE.  
AKRON, OH 44320

**Respondent**

AKRON CITY HOSPITAL (SUMMA)  
525 E. MARKET ST.  
AKRON, OH 44309

**DETERMINATION**

Under the authority vested in me by the Commission, I issue the following determination as to the merits of the subject charge.

Respondent is an employer within the meaning of Title VII and the timeliness, deferral and all other jurisdictional requirements have been met. Substantial weight has been accorded to the findings of the The Ohio Civil Rights Commission.

I have determined that the evidence obtained during the investigation does not establish a violation of the statute.

This determination concludes EEOC's processing of the subject charge. As the charge alleged a Title VII violation, this is notice that if the Charging Party wishes to pursue this matter further, (s)he may do so by filing a private action in U.S. District Court against the Respondent(s) named above within 90 days of receipt of this Determination. Once this 90 day period is over, the right to sue will be lost. Filing this notice is not sufficient. A court complaint must contain a short statement of the facts of this case which shows that the aggrieved party is entitled to relief.

The lawsuit must be filed in U. S. District Court. Generally, suits are brought in the State where the alleged unlawful practice occurred, but in some cases can be brought where relevant employment records are kept, where the employment would have been, or where the Respondent has its main office.

If the Charging Party cannot afford, or is unable to obtain a lawyer to represent him/her, the U. S. District Court having jurisdiction in the case may, at its discretion, assist the party in obtaining a lawyer. If (s)he plans to ask the U. S. District Court to help find a lawyer, (s)he must make this request of the court in the form and manner it requires. The

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request to the U. S. District Court should be made well before the end of the period mentioned above. A request for representation does not relieve the Charging Party of the obligation to file a lawsuit within this 90-day period.

The parties are reminded that federal law prohibits retaliation against individuals who have exercised their right to protest acts they believe violate the laws enforced by the Commission. Retaliation against individuals who have participated in the processing of charges or complaints by the Commission is also prohibited. These protections extend to the individuals regardless of the Commission's determination concerning the merits of the charge.

Pursuant to the Commission's regulations, this file will be destroyed two years after the date of determination.

On Behalf of the Commission:

NOV 16 1999  
Date

C. Larry Watson  
C. Larry Watson  
Director

cc: The Ohio Civil Rights Commission

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION  
CLEVELAND DISTRICT OFFICE  
Tower City - Skylight Office Tower  
1660 West Second Street - Suite 850  
Cleveland, Ohio 44113-1412

**CERTIFIED**



**MAIL**

6 NOV  
1999

**FINAL NOTICE**

Charge

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Karen R Haskins  
814 STORER AVE.  
AKRON, OH 44320

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